

2021-2022 HCEA Job Satisfaction Survey

OLD CEDAR LANE

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	5	19	3	13		40	60.0%	40.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	11	14	1	12	1	39	65.8%	34.2%
3. I personally feel successful in my work.	7	26	1	6		40	82.5%	17.5%
4. I feel involved in decision-making at my school/worksite.	6	17	2	13	3	41	60.5%	39.5%
5. I want to be involved in decision-making at my school/worksite.	12	24			5	41	100.0%	0.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	10	16	1	14		41	63.4%	36.6%
7. In my school/worksite, I am treated as a professional.	13	24		3		40	92.5%	7.5%
8. There is good teamwork among staff in my school/worksite.	16	14	2	9		41	73.2%	26.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	8		6	22	41	68.4%	31.6%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	9	21	4	7		41	73.2%	26.8%
11. My work performance is evaluated fairly.	10	20	2	5	3	40	81.1%	18.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	10	16	4	4	7	41	76.5%	23.5%
13. I am provided adequate work and storage space to prepare for and do my job.	10	27		3	1	41	92.5%	7.5%
14. My administrators/supervisors respect the negotiated contracts.	15	17		7	2	41	82.1%	17.9%
15. My planning time is respected by my school administrations/supervisors.	5	9		2	25	41	87.5%	12.5%
16. In my school, administrators/supervisors support me in enforcing discipline.	1	3		2	35	41	66.7%	33.3%
17. In my school, student misbehavior interferes with learning.		2		3	36	41	40.0%	60.0%
18. Too much instructional time is spent administering assessments.		3			38	41	100.0%	0.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	24	3	4	8	41	78.8%	21.2%
20. Increased workload has contributed to a decline in my morale.	8	16	3	10	4	41	64.9%	35.1%
21. I am paid fairly.	5	13	7	16		41	43.9%	56.1%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	4	20	2	13		39	61.5%	38.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		19	4	16	1	40	48.7%	51.3%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	8	29	1	2	1	41	92.5%	7.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	1	21	2	9	8	41	66.7%	33.3%
26. In my position, I receive appropriate and adequate support and training.	5	21	3	10		39	66.7%	33.3%
27. During this current school year, I have experienced harassing behavior from colleagues.	1	2	21	16	1	41	7.5%	92.5%

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28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	3	21	15	1	41	10.0%	90.0%
29. During this current school year, I have experienced harassing behavior from parents.	1	2	18	12	8	41	9.1%	90.9%
30. At my school I spend most of my PIP time on non-instructional activities.				2	39	41	0.0%	100.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.					41	41	0.0%	0.0%
32. In my school, I spend too much time in meetings.	1	4	4	6	26	41	33.3%	66.7%
33. In my school, there is adequate support for special education students.	2	2	5	2	30	41	36.4%	63.6%